

Ecologist maternity cover position (40 hours per week, 12-month fixed term contract) available at Arbor Vitae Environment Ltd.

At Arbor Vitae, our small and friendly team is firmly committed to environmental sustainability, whilst balancing the needs of nature, people and business. Working with landowners, householders, public bodies and businesses, we're proud to help them achieve this balance in a sensitive and pragmatic way.

We have been operating for over 35 years in a wide range of disciplines including ecological assessments, agricultural and rural environmental management, and woodland/forestry. With one of our team members taking maternity leave, we are looking for a qualified Senior Ecologist to assist us for 12 months with a fixed term contract (with possibility of extension) to keep projects running smoothly.

Our office is based just outside of Shrewsbury, but your work will take you throughout Shropshire, the Welsh borders, Wales, the West Midlands and occasionally farther afield.

Most projects are based in rural and agricultural settings, and the successful applicant should ideally be comfortable working in this setting.

About you

As a Senior Ecologist, you will work collaboratively with colleagues while taking a managerial lead in shaping, coordinating, and delivering your own projects in a pragmatic, solution-focused manner. This role requires strong independence, initiative, and the ability to guide and support others to achieve high-quality, compliant outcomes. We also expect you to bring a genuine passion for wildlife and to communicate this effectively to our clients, drawing on your thorough understanding of current ecological and planning legislation.

Our team values a healthy work-life balance, and we are proud to offer:

- Flexible office hours.
- Local work: You would rarely be required to travel further than an hour from Shrewsbury.
- Working from home opportunities.
- Overtime is paid for, and at a higher additional rate.

Your day-to-day responsibilities will include (but will not be limited to):

- Managing and delivering projects, ensuring compliance with relevant legislation and planning policies. Reports include PEAs, BNG, EciAs, HMMPs and CEMPs.
- Preparing and managing European Protected Species Mitigation Licences.
- Leading field surveys and data analysis.
- Mentoring and supporting junior colleagues within the ecology team.

- Contributing to tenders, fee proposals, and client communications.
- Produce and review reports with precision and clarity.
- Exercise exceptional project management skills—providing leadership, mentoring colleagues, and ensuring projects are delivered on time and to a high standard.

Qualifications

- Possess qualifications in ecology or biological sciences.
- Hold membership with CIEEM or similar body.
- Demonstrate a strong understanding of current legislative and planning policy frameworks.
- Show excellent survey capabilities, including UK Habitat Classification and specialist species surveys.
- Hold one or more Protected Species Licences (GCN, bats, hazel dormouse).

Essential Requirements

- Minimum of five years' experience within ecological consultancy.
- Proven ability in technical report writing, including mitigation and BNG assessments.
- BNG mapping using QGIS software and calculations using the Statutory Biodiversity Metric.
- Strong project management and client-facing experience.
- In-depth understanding of UK wildlife legislation and planning frameworks.
- Full UK manual driving licence and willingness to travel for surveys.

Desirable Skills

- Experience mentoring or managing team members.
- Competence with GIS or other mapping tools.

In the role, you can expect:

- Salary: £36,000 - £40,000, depending on experience
- 28 paid holiday days (including bank holidays).
- All mileage fully reimbursed, paid at 45ppm up to 10,000 miles.
- Working with a small and inclusive team.
- Casual dress code.